	State Criteria Fully implemented >80% of positive answers]			
	Almost but not implemented Partially implemented	50-79 % of po 30-49 % of po	sitive answers sitive answers				
	Insufficiently implemented I can't comment Not applicable	Not ev	itive answers aluated aluated	-			
_	Number of answers	20		4	35	N	
				evaluation			
	Status Average percentage Average percentage of positive of positive responses P1-P2 responses P3-P4		Average percentage of positive responses - non- research worker	Average percentage of positive responses IPP PAS	Dispersion for the IPP PAS Total Rating		
1	Research freedom	85	100	50	86	10 10 10 10 10 10 10 10 10 10	Research freedom - is evaluated positively. Most response - 86W were marked "fully implemented". 6% consider it insufficiently implemented. 8% or respondents claimed that that question was not applicable to their position.
2	Ethical principles	100	100	100	100	15 15 10 10 10 10 10 10 10 10 10 10	Ethical principles – are evaluated positively. All respondents consider 1 as fully implemented - 100% of responses were marked "YES".
3	Professional responsibility	97	100	75	96	2% 2% • YES • NO • DO NOT KNOW • NOT APPLICABLE 96%	Professional responsibility - is evaluated positively, for this principle, 3 questions were asked. The average of positive responses was 56%. 2% of respondents claimed that this principle is "insufficiently implemented" and 2% considered questions as not applicable to their position.
4	Professional attitude	90	95	50	86	4/1	Professional attitude - is evaluated positively, for this principle, 4 questions were asket. The average of positive response was 87%-5% of respondents claimed that this principle is "insufficiently implemented" and 7% considered questions as not applicable to their position. 1% could not express it.
5	Contractual and legal obligations	93	95	63	91		Contractual and legal obligations - are evaluated positively. For this principle, 2 questions were asket. The average of positive responses was 93%, 6% considered questions as not applicable to their position and 3% could not express it.
6	Accountability	92	97	67	90	95 10 10 10 10 10 10 10 10 10 10	Accountability - le evaluated positively. For this principle, 3 questions were asked. The wareage of positive responses was 50%. 7% considered questions as not applicable to their position and 3% could not express it.
7	Good practice in research	72	94	100	82	NS 10% 10% 10% 10% 10% 10% 10% 10%	Good practice in research - 15 evaluated positively, For this principle 3, questions were asked. The average of positive responses was 82%. 10% of respondents claimed that this principle is "imalificiently implemented" and 8 % could not express it.
8	Dissemination, exploitation of results	10	73	0	53	27 10 10 10 10 10 10 10 10 10 10	Dissemination and exploitation of results- are evaluated a synthly implemented. For this principle 2 questions were asked. The warrage of opsitive responses was \$3%. 27% of respondents claimed that this principle is "insufficiently implemented", 11 % could not express it and 9% considered questions as not applicable to their position.
9	Public engagement	75	91	75	80	28 4 4 75 10 00 NOT SNOW 11% 6% 3% • YES • NO • OO NOT KNOW • NOT APPLICABLE 80%	Public engagement - is evoluted as partially implement. The average of positive responses was 80%. 11% of respondents claimed that this principle is "multificently implemented", 6 % could not express it and 3% considered questions as not applicable to their position.
10	Non discrimination	65	91	100	77	27 14% 9% 9% 9% 9% 9% 9% 9% 9% 9% 9	Non-discrimination - is evolvated as atmost but not indiverse. The average of positive responses was 77% VS of respondents claimed that this principle is "insufficiently immemsted", and 14% could not express it.

								Evaluation/ appraisal systems - is
11	Evaluation/ appraisal systems	35	27	38	33	23 23 13 13 24 10 20 DO TOT NOW IND AMPLICABLE	21% 3% 8 00 8 00 NOT RHOW 8 NOT APPLICABLE 43%	evaluated as partially implemented. For this principle, 2 questions were asked. The average of positive responses was 33%. 43% of respondents claimed that this principle is "insufficiently implemented", 21 % could not express it and 3% considered questions as not applicable to their position.
12	Recruitment	80	86	100	84	10 10 10 10 10 10 10 10 10 10 10 10 10 1	2% - WES - NO - OD NOT KNOW - NOT APPLICABLE	Recruitment - Is evaluated as fully implemented. For this principle, 2 questions were asked. The average of positive responses vas 84%. 2% of respondents claimed that this principle is "insufficiently implemented", 14 % could not express it.
13	Recruitment (Code)	75	86	88	80		1% • VES • NO • DO NOT NNOW • NOT APPLKABLI	Recruitment (code) - is evaluated as fully implemented. For this principle, 2 questions were asked. The average of positive responses was 80%. 1% of respondents calimend that this principle is "insufficiently implemented", and 19 % could not express it.
14	Selection (Code)	43	77	63	56	23 5 10 10 10 10 10 10 10 10 10 10	30% 1% * VES * NO = DO NOT INOW * NOT APPLICABLE 56%	Selection (Code) - is evaluated as partially implemented. for this principle, 2 questions were asked. The average of positive responses was 56%. 13% of respondents calimed that this principle is "insufficiently implemented", 30% could evaluate on texpress it and ½% considered questions as not applicable to their position.
15	Transparency (Code)	5	9	50	11		54% 0% 11% • YES • NO • DO NOT RNOW • NOT APPLCABLE	Transparency (Code) - is evaluated as insufficiently independent. The severage of positive responses was 11%. 29% of respondents claimed that this principle is "insufficiently implemented", 54 % could not express it and 6% considered questions as not applicable to their position.
16	Judging merit (Code)	50	64	50	54	10 14 15 10 10 10 10 10 10 10 10 10 10	40% - YTS - NO - NO	Judging merit (Code) - is evaluated as partially implemented. The average of positive responses was 54%. 3% of respondents claimed that this principle is "insufficiently implemented", addx could not express it and 3% considered questions as not applicable to their position.
17	Variations in the chronological order of CVs (Code)	20	18	25	20	13 7 7 13 NO DO NOT NOW HOT APPLICABLE	46%	Variations in the chronological order of (CSV (Code) - sevoluted as insufficiently implemented. The average of positive responses was 20%. 34% of respondents claimed that this principle is "matfildently implemented", 46% could not express it.
18	Recognition of mobility experience (Code)	100	91	100	97	14 1 10 50 HOT BOW HOT APPLICABLE	9% • YES • NO = DO NOT KNOW • NOT APPLICABLI 97%	Recognition of mobility experience (Code) is evaluated fully implemented. The average of positive responses was 37%, 3% of respondents claimed that this principle is "insufficiently implemented".
19	Recognition of qualifications (Code)	75	91	50	77	27 7 10 10 10 10 10 10 10 10 10 10 10 10 10	20% - YES • NO • DO NOT NOW • NOT APPLICABLE	Recognition of qualifications (Code) - is evaluated as almost but not implemented. The average of positive responses was 77%. 20% could not express it and 3% considered questions as not applicable to their position.
20	Seniority (Code)	65	73	50	65	2 2 2 1 15 R0 50 R07 R00 K01 APTICABL	5% - YES - NO - DO NOT KNOW - NOT APPLICABLE	Seniority (Code) - is evaluated partially implemented. The average of positive responses was 55%. 5% of sepondents claimed that this principle is "insufficiently implemented", 26% could not express it and 3% considered questions as not applicable to their position.
21	Postdoctoral appointments (Code)	30	64	50	43		40% 43% + YES + NO = DO NOT RNOW NOT APPLICABLE	Postdoctoral appointments (Code) - is evaluated partially implemented. The average of positive responses was 40%. 11% of respondents claimed that this principle is "margificiently implemented", 40% could not express it and 5% considered questions as not applicable to their position.
22	Recognition of the profession	55	73	50	60	7 7 7 7 0 10 00 107 107 40750581	20% - YES = NO 20% - 60% - NOT APPLKABLE	Recognition of the profession - is evaluated as almost but not implemented. The average of positive responses was 60%. 20% of respondents claimed that this principle is "matficiently implemented", 20% could not express it.

23	Research environment	35	64	25	43	12 4 4 173 NO DO NOTROW INT APPLOAL	11% 12% 12% 10% 10% 10% 10% 10% 10% 10% 10	Research environment - is evaluated as partially implemented. The average of positive responses usa 43%. 34% of respondents claimed that this principle is "insufficiently implemented", 12% could not express it and 11% considered questions as not applicable to their position.
24	Working conditions	80	82	100	83	20 3 3 10 DO NOT HIOW NOT APPLICABLE	9% • VES • NO • DO NOT NOW 83%	Working conditions - are evaluated as fully implemented. The average of positive responses was 38. 5% of respondents claimed that this principle is "insufficiently implemented", 9% could not express it.
25	Stability and permanence of employment	40	82	25	52		14% • VIS • NO • DO NOT INOW • NOT APPLICABL	Stability and permanence of employment- re evaluated a partially implemented. The average of positive responses was 52%. 34% of respondents claimed that this principle is "stafficiently implemented", 14% could not express it.
26	Funding and salaries	43	55	50	48	13 13 13 13 13 14 15 15 15 15 15 15 15 15 15 15 15 15 15	15% 3% • VES • NO • OO NOT KNOW • NOT APPLICABLE 48%	Funding and salaries - are evaluated as partially implemented. For this principle, 3 questions were asked. The average of politive responses was 48%. 48K of respondents claimed that this principle is "insufficiently implemented", 15% could not express it and 3% considered questions as not applicable to their position.
27	Gender balance	50	64	63	56	23 5 10 50 107 1000 107 APPCARE	37% • YES • NO = DO NOT KNOW • NOT APPLICABLE	Gender balance - is evaluated as almost but not implement. For this principle, 2 questions were asked. The average of positive responses was 55K, 7% of respondents claimed that this principle is "insufficiently implemented", and 37% could not express it.
28	Career development	58	64	50	59	12 73 18 73 10 75 10 70 70 70 70 70 70 70 70 70 70 70 70 70	24% • NO • DO NOT KNOW • NOT APPLICABLI	Career development - is evaluated as almost but not implemented. For this principle, 3 questions were asked. The sverage of positive response was 59%. 17% of respondents claimed that this principle is "insufficiently implemented", 24% could not express it.
29	Value of mobility	55	73	50	60	13 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	26% 60% = YES NO = DO NOT NEON = NO APPLICABLE	
30	Access to career advice	45	55	25	46	14 7 7 10 DO NOT NOW NOT APPLOADE	2015 - VES • NO = DO NOT INIOW • NOT APPLICABLE - NO - NOT APPLICABLE	Access to career advice - is evaluated as partially implemented. The average of positive responses was 46%. 31% of respondents claimed that this principle is "insufficiently implemented", 20% could not express it and 3% considered questions as not applicable to their position.
31	Intellectual Property Rights	60	73	100	68	24 2 10 00 INTERNET FOR APPLICABLE	6% 68% + YES • NO T NOV • NOT APPLICABLE • NOT APPLICABLE	Intellectual Property Bights - is evaluated as almost but on implemented. The average of positive responses was 68%. 6% of respondents claimed that this principle is "insufficiently implemented", and 26% could not express it.
32	Co-authorship	65	73	50	66	23 2 7 10 00 107 INCIM 107 JAPALCABLE	20% • VES • NO • NO TRION • NOT APPLICABLE 66%	
33	Teaching	20	36	25	26		485 26% • YES • NO • DO NOT INIOW • NOT APPLICABLE 23%	Teaching - is evaluated as insufficiently implemented. The average of positive responses was 2567.33% of respondents claimed that this principle is "insufficiently implemented", 48% could not express it and 3% considered questions as not applicable to their position.
34	Complains/ appeals	8	23	25	14	21 10 15 NO 00 NOT KNOW HOT APPLICABLE	54% 2% 14% * YES * NO * DO NOT KNOW * NOT APPLICABLE	Complaints/ appeals - is evaluated as insufficiently implemented. The average of positive responses was 14%. 30% of respondents claimed that this principle is "insufficiently implemented", 54% could not express it and 2% considered questions as not applicable to their position.

35	Participation in decision-making bodies	80	82	100	83	27 3 10 10 00 1051 00000 1001 APPLICABLE	9% 9% • VES • DO NOT • NOT APP 83%	Insumciently implemented , 3% could not express it.
36	Relation with supervisors	65	91	50	71	15 1 1 10 10 10 10 10 10 10 10	3% 3% 71%	
37	Supervision and managerial duties	75	91	50	77	27 2 2 5 3 10 10 100 107 APPLICABLE	6% 3% * VES • NO • DO NOT • NOT APH	
38	Continuing Professional Development	75	82	50	74	25 9 113 NO DO NOT KNOW IND APPLICABLE	25% - VES - NO - DO NOT - NOT APH 74%	
39	Access to research training and continuous development	70	73	50	68	24 7 113 NO DO HOT KOW HOT APPLICABLE	20% 9% 3% • YES • NO • DO NO • NOT AT	Access to research training and continuous development : is evaluated a almost but not implemented. The average of positive response was 65%. 200 for fragondents classes was 65%. 200 for fragondents implemented", 9% could not express it and 3% condicided questions as not applicable to their position.
40	Supervision	60	73	50	63	44 1 22 10 00 NOT NOW NOT APPLICABLE	аза 2% 63% * VES • NO • NO • NO • NO • NO • NO	